

From: [Thayer Broili](#)
To: [Mike Murray](#)
Cc: [Darrell Echols](#); [Ellen Hand](#)
Subject: Re: cost per employee
Date: 12/03/2008 03:09 PM

I checked with Ellen (she provided her previous estimate for the consent decree). We also ran the numbers separately in RM.

Ellen's estimate was:

GS-7 \$55,081

GS-5 \$44,459

RM Estimate:

GS-7 \$55,868

GS-5 \$45,868

The difference is likely that we also calculated 40 hours OT and 10 weeks of Sunday Premium costs since these seem to be an average amount incurred by these staffers annually.

Additional costs include approximately \$4,000 per employee per year for vehicle costs (based on every 3 bio tech employees using 2/3 of a vehicle per year. Also, to field supply a bird biotech with equipment above what we currently have costs about \$6,000 per year (first year with some periodic replacement at a lesser cost); about \$2,000 year for a turtle bio tech. No estimates for computers or office space are included.

The bottom line is that we think the "real cost" for these employees, if you include the equipment, etc. that is required for them to do the job, is closer to:

GS-7 \$60,000+/year

GS-5 \$50,000+/year

Hope this helps.

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**Mike
Murray/CAHA/NPS**

12/02/2008 05:32 PM

To Thayer Broili/CAHA/NPS@NPS

cc Darrell Echols/CAHA/NPS@NPS

Subject cost per employee

Thayer,

At the RegNeg meeting, I was asked the following:

What does a full-time biological employee cost? *My seat of the pant estimate was \$35-50K/year, assuming a GS-5 bio-tech, which may not be a good estimate.*

What is a good estimate for total salary w/ benefits for a permanent year-round GS-5 bio-tech and same for a GS-7 bio-tech?

\Mike Murray
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